

September 1, 2010



State of New Jersey
DEPARTMENT OF EDUCATION
PO Box 500
TRENTON, NJ 08625-0500

CHRIS CHRISTIE
Governor

KIM GUADAGNO
Lt. Governor

ROCHELLE R. HENDRICKS
Acting Commissioner

TO: Members, State Board of Education

FROM: Rochelle R. Hendricks
Acting Commissioner

SUBJECT: N.J.A.C. 6A:9, Professional Licensure and Standards

REASON FOR ACTION: Amendments to Allow Documentation of Subject Matter Study for Instructional Endorsements on Transcripts of Regionally-Accredited, Two-Year Colleges

SUNSET DATE: January 20, 2014

The Department of Education (Department) proposes that N.J.A.C. 6A:9 be amended as noted in this Summary. These amendments will ease certification for some alternate route instructional candidates who must complete additional study in their content areas in order to qualify for certification. The amendments will allow completion of content study to be documented directly on the transcript of a two-year, regionally accredited college, with the exception of upper-level content study requirements, which must continue to be completed at a four-year, regionally accredited college or university. This amendment is consistent with both the State Board Strategic Plan and the Department's mission statement.

N.J.A.C. 6A:9 sets forth the rules governing the preparation, licensure and professional development of those educators required by their positions to be certified. It also contains rules governing the approval of educator preparation programs and the content of such programs. Finally, it contains the rules delineating the organization of, powers of, duties of and proceedings before the State Board of Examiners.

The purpose of this chapter is to establish a licensure system based on professional standards for pre-service preparation, certification and professional development that continuously serves to improve the quality of instruction for New Jersey's children, so that they are equipped to work and succeed in an ever-changing and increasingly complex global

economy. A standards-based, rigorous system of licensure designed to support improved student achievement of the Core Curriculum Content Standards will serve to improve the quality of the New Jersey educator workforce and to improve student performance.

By reducing the time frame and costs for alternate route instructional certificates, the proposed amendments will have a positive impact on district boards of education employing alternate route teachers and individual candidates seeking certification. The proposed amendments continue to conform to the New Jersey Core Curriculum Content Standards and the Federal No Child Left Behind Act (NCLB) regarding “highly qualified teachers.”

The following summary provides a brief overview of the proposed amendments.

Subchapter 5. General Certification Policies

6A:9-5.11(c) Validation of college degrees and college professional preparation

The Department proposes an amendment at N.J.A.C. 6A:9-5.11(c) that will delete the text of this subsection and replace it with text that allows subject matter preparation for instructional certificates to be completed at any regionally-accredited college or university, with the exception of required 12 credits of content preparation at the junior, senior or graduate level; and maintains the requirement that preparation for administrative and educational service certificates be completed at four-year, regionally-accredited colleges or universities, retaining the exception for educational interpreters at N.J.A.C. 6A:9-13.18.

6A:9-5.12(b) Recognition of advanced standing in a college

The Department proposes an amendment at N.J.A.C. 6A:9-5.12(b) to the effect that when any, rather than just a four-year, regionally accredited college or university grants advanced standing to a student but does not award college credit for courses that were waived, the Department may accept the study that the college waived as college credit for purposes of certification.

Subchapter 8. Requirements for Instructional Certificates

N.J.A.C. 6A:9-8.1 Requirements for the certificate of eligibility

The Department proposes an amendment to delete N.J.A.C. 6A:9-8.1(a)3, since the time frame specified in that paragraph has passed, and to recodify all paragraphs accordingly.

The Department further proposes an amendment to recodified N.J.A.C. 6A:9-8.1(a)3 deleting reference to study at a four-year, regionally-accredited college or university; to recodified N.J.A.C. 6A:9-8.1(a)3i adding language to clarify that an undergraduate major must be completed at a bachelor’s regionally accredited four-year college or university; and adding language to N.J.A.C. 6A:9-8.1(a)3iii clarifying that the option of completing 30 credits in content study may be documented by the transcript of any regionally accredited college or

university, with the exception of the required 12 credits of content preparation at the junior, senior or graduate level, which must be completed at a regionally accredited four-year college or university .

The Department further proposes an amendment to recodified N.J.A.C. 6A:9-8.1(a)4, concerning alternate route subject area endorsements, allowing demonstration of basic pedagogical skills to be documented on the transcript of any, rather than just a four-year, regionally-accredited college or university by the course equivalent of 24 hours of seat time at a regional training center.

The Department also proposes an amendment to N.J.A.C. 6A:9-8.1(b), covering the K-5 certificate, which will allow completion of a liberal arts, science, dual content or interdisciplinary academic major or a minimum of 60 semester-hour credits in liberal arts and/or science, as documented on the transcript of any, rather than just a four-year, regionally accredited college or university.

N.J.A.C. 6A:9-8.3 Requirements for State-approved district training programs

The Department proposes an amendment to N.J.A.C. 6A:9-8.1(b)5i and ii allowing K-5 alternate route teachers to complete the equivalent in college coursework for the required 45 hours each of regional training center study in the teaching of mathematics and the teaching of language arts at any, rather than just a four-year, regionally-accredited college or university.

Subchapter 11. Exceptions to Requirements for the Instructional Certificate

N.J.A.C. 6A:9-11. 1 Preschool through grade 3 certification requirements

The Department proposes an amendment to N.J.A.C. 6A:9-11.1(a)4, concerning alternate route P-3 certification, allowing demonstration of basic pedagogical skills to be documented on the transcript of any, rather than just a four-year, regionally-accredited college or university by the course equivalent of 24 hours of seat time at a regional training center.

The Department also proposes an amendment to N.J.A.C. 6A:9-11.2(c)2ii, concerning career and technical education certificates of eligibility with advanced standing, allowing subject matter preparation for instructional certificates to be completed at any, rather than just a four-year, regionally-accredited college or university.

The Department also proposes an amendment to N.J.A.C. 6A:9-11.6, concerning driver education, allowing the applicant to complete a required course in driver education at any, rather than just a four-year, regionally-accredited college or university.

The Department also proposes an amendment to N.J.A.C. 6A:9-11.10(a)2, concerning a course in second language acquisition required for standard P-12 world languages endorsements, allowing the applicant to complete the course at any, rather than just a four-year, regionally-accredited college or university.

The Department further proposes an amendment to N.J.A.C. 6A:9-11.10(b)2, concerning a course in second language acquisition required for standard middle school world languages endorsements, allowing the applicant to complete the course at any, rather than just a four-year, regionally-accredited college or university.

As the Department has provided a 60-day comment period on this notice of proposal, this notice is excepted from the rulemaking calendar requirement pursuant to N.J.A.C. 1:30-303(a)5.

Social Impact

The proposed amendments will have a positive social impact on the process of improving teaching in New Jersey schools by continuing to assure that the State's licensing system is based on professional standards, is aligned with the State's Core Curriculum Content Standards and meets the needs of both educational practitioners and students. Taken as a whole, the proposed amendments will increase opportunities for individuals to obtain certification and teaching positions in New Jersey.

Economic Impact

The Department does not anticipate that the proposed amendments will create additional costs for district boards of education or the general public. Rather, by increasing the pool of certified educators, the proposed amendments will, in all likelihood, decrease recruitment costs for district boards of education.

Federal Standards Statement

Federal requirements under the No Child Left Behind Act (PL 107-110, §1110(a)(2)) requiring that all teachers of core academic subjects be highly qualified are met through Department policy rather than through regulations. The proposed amendments conform to and do not exceed these Federal standards or requirements. There are no other Federal standards or requirements that are applicable to the proposed amendments.

Jobs Impact

It is anticipated that the proposed amendments are likely to increase the pool of teaching staff members. There are no anticipated job losses resulting from the proposed amendments.

Agriculture Industry Impact

No impact on the agriculture industry is anticipated as a result of the proposed amendments.

Regulatory Flexibility Statement

The proposed amendments apply to public schools, approved private schools for the disabled and providers of publicly-funded preschool education. The approved private schools

for the disabled and providers of publicly-funded preschool education could be considered small businesses, as that term is defined by the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. There are approximately 164 private schools for the disabled and approximately 500 providers of publicly-funded preschool education. The proposed amendments do not impose any additional reporting, recordkeeping or compliance requirements. The private schools for the disabled and providers of publicly-funded preschool education are currently required to employ appropriately certified teaching staff, and the proposed amendments make no changes in that requirement. Accordingly, no professional services should be necessary to comply with the regulatory requirements. There are no capital costs associated with the rules proposed for readoption with amendments.

New Jersey institutions of higher education with programs preparing teachers and administrators are not small businesses as that term is defined by the Regulatory Flexibility Act N.J.S.A. 52:14B-16 et seq., as they employ 100 or more full-time employees.

Smart Growth Impact

The proposed amendments will not impact the achievement of smart growth or implementation of the State Development or Redevelopment Plan.

Housing Affordability Impact

The proposed amendments will have no impact on the cost of housing or number of housing units. The proposed amendments concern professional licensure and standards for teachers.

Smart Growth Development Impact

The proposed amendments will have no impact on the cost of housing, the number of housing units, or new construction within Planning Areas 1 and 2, or Development Centers, under the State Development and Redevelopment Plan. The proposed amendments concern professional licensure and standards for teachers.

Full text of the proposal follows (additions indicated in boldface **thus**; deletions indicated in brackets [thus]):

SUBCHAPTER 5. GENERAL CERTIFICATION POLICIES

6A:9-5.11 Validation of college degrees and college professional preparation

- (a) A candidate for certification shall hold a bachelor's degree from a regionally accredited institution or foreign institution of higher education recognized by international accreditation agencies.
- (b) Professional education preparation programs required for New Jersey certificates shall be accepted from:
 - 1. A New Jersey college approved by the State Board for the preparation of teachers;
 - 2. Out-of-State colleges approved by the state board or department of education or department of higher education in the state in which the college is established and approved by the Department on the basis of reciprocal agreements; and
 - 3. Regionally accredited two-year colleges provided that:
 - i. The courses are accepted toward meeting the requirements for certification by a college approved by the Department and such courses appear on the official transcript of a regionally accredited four-year college; and

- ii. No more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for in N.J.A.C. 6A:9-13.18.
- (c) [Except as provided for in N.J.A.C. 6A:9-13.18, academic] **Academic** preparation for all **instructional** endorsements must appear on the transcript of a regionally accredited [four-year] college or university. **However, required academic preparation for 12 credits at the junior, senior or graduate level for all instructional endorsements must appear on the transcript of a regionally accredited four-year college or university. Except as provided for in N.J.A.C. 6A:9-13.18, academic preparation for all administrative and educational services endorsements must appear on the transcript of a regionally accredited four-year college or university.**

6A:9-5.12 Recognition of advanced standing in a college

- (a) (No change.)
- (b) When a regionally accredited [four-year] college or university grants advanced standing but does not award college credit for courses that were waived, the Department may accept the study that the college waived as college credit for purposes of certification.

SUBCHAPTER 8. REQUIREMENTS FOR INSTRUCTIONAL CERTIFICATE

6A:9-8.1 Requirements for certificates of eligibility

(a) Except as indicated in N.J.A.C. 6A:9-11 and (b) below, to be eligible for a CE in instructional areas, the candidate shall:

1. Hold a bachelor's or an advanced degree from a regionally accredited college or university;
2. Achieve a cumulative GPA of at least 2.50 when a GPA of 4.00 equals an A grade for students graduating before September 1, 2004 in a baccalaureate degree program, higher degree program or a state-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits; for students graduating on or after September 1, 2004, achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A grade in a baccalaureate degree program, higher degree program or in a state-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits. Candidates whose college transcripts demonstrate that they have completed all requirements for graduation prior to September 1 in any year, but whose baccalaureate or higher degree was conferred between September 1 and December 31 of that same year, shall be deemed to have graduated prior to September 1 of that same year;

[3. Until October 30, 2009, subject area endorsements, complete a major in the subject area or at least 30 credits in a coherent sequence of courses appropriate to the instructional area. At least 12 semester-hour credits must be at the advanced level of study, including the junior, senior or graduate level study. For the elementary school endorsement, complete a liberal arts, science, dual content or interdisciplinary academic major or a minimum of 60 semester hour credits in liberal arts and/or science.

- i. All coursework must appear on the transcript of a regionally accredited four-year college or university;]

[4.] 3. Effective October 31, 2009, for subject area endorsements, satisfy one of the following requirements[, as documented by the transcript of a regionally accredited four-year college or university]:

- i. Complete an undergraduate major in the subject area **as documented by the official transcript of a regionally accredited four-year college or university;**
- ii. Hold a graduate degree in the subject area; or

- iii. Complete at least 30 credits in a coherent sequence of courses appropriate to the subject area **as documented by the official transcript of a regionally accredited college or university**, at least 12 semester-hour credits of which must be at the advanced level of study, including junior, senior[,] or graduate level study **as documented by the official transcript of a four-year, regionally accredited college or university**;

[5.] **4.** Effective October 31, 2009, demonstrate knowledge of basic pedagogical skills appropriate to the area of endorsement, including, but not limited to, classroom management, lesson planning, introduction to New Jersey's Core Curriculum Content Standards[,] and assessment of pupil progress as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on the transcript of a regionally accredited[, four-year] college or university;

[6]**5.** Pass the appropriate state test of subject matter knowledge.

[7]**6.** Pass an examination in physiology, hygiene and substance abuse issues pursuant to N.J.A.C. 6A:9-5.9.

- (b) Effective October 31, 2009, to be eligible for the elementary school (K-5) endorsement, the candidate shall satisfy the following requirements:

1. Hold a bachelor's or an advanced degree from a regionally accredited college or university;
2. Achieve a cumulative GPA of at least 2.50 when a GPA of 4.00 equals an A grade for students graduating before September 1, 2004 in a baccalaureate degree program, higher degree program or a state-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits; for students graduating on or after September 1, 2004, achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A grade in a baccalaureate degree program, higher degree program or in a state-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits. Candidates whose college transcripts demonstrate that they have completed all requirements for graduation prior to September 1 in any year, but whose baccalaureate or higher degree was conferred between September 1 and December 31 of that same year, shall be deemed to have graduated prior to September 1 of that same year;
3. Complete a liberal arts, science, dual content or interdisciplinary academic major or a minimum of 60 semester-hour credits in liberal arts and/or science, as documented on the transcript of a regionally accredited [four-year] college or university;
4. Demonstrate knowledge of basic pedagogical skills appropriate to the K-5 endorsement, including, but not limited to, classroom management, lesson

planning, introduction to New Jersey's core curriculum content standards[,] and assessment of pupil progress, as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on the transcript of a regionally accredited[, four-year] college or university;

5. Pass the appropriate state test of subject matter knowledge; and
 6. Pass an examination in physiology, hygiene and substance abuse issues pursuant to N.J.A.C. 6A:9-5.9.
- (c) Except as indicated in N.J.A.C. 6A:9-11, to be eligible for a CEAS in instructional fields, the candidate shall meet the requirements in (a) above and complete one of the following programs of teacher preparation:
1. A New Jersey college program, graduate or undergraduate, approved by the Department for the preparation of teachers pursuant to N.J.A.C. 6A:9-10;
 2. A college preparation program included in the interstate certification reciprocity system of NASDTEC;

3. An out-of-State teacher education program approved by NCATE, TEAC or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation approved by the Commissioner;
 4. A teacher education program approved for certification by the Department in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964 and the state in which the program is located would issue the candidate a comparable endorsement; or
 5. An out-of-State college teacher education program approved by the state department of education in which the program is located.
- (d) The teacher preparation programs listed in (c)1 through 5 above must culminate in college supervised student teaching.
- (e) A candidate who graduates on or after September 1, 2004 with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score in the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more will meet the requirements of (a)2 and 4 above. This alternative requirement to (a)2 and 4 above should not be construed as a waiver to N.J.A.C. 6A:9-17.16.

- (f) A candidate with a GPA that is 3.50 or higher, when a GPA of 4.00 equals an A grade, but whose score in the appropriate State test of subject matter knowledge falls below the passing score by no more than five percent will meet the requirements of (a)2 and 4 above. This alternative requirement to (a)2 and 4 above should not be construed as a waiver to N.J.A.C. 6A:9-17.16.
- (g) A candidate who has graduated from a regionally accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements in (a)2 above.
1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.
 2. The candidate shall satisfy all other requirements for certification, without exception.
- (h) Any student matriculated in an approved in-State or out-of-State teacher education program prior to October 31, 2009 shall not be subject to (a)4 and 5 and (b) above if he or she graduates on or before January 31, 2013.

6A:9-8.3 Requirements for State-approved district training programs

- (a) Each district board of education shall be authorized to employ a holder of a CE or CEAS after its mentoring plan has been approved pursuant to N.J.A.C. 6A:9-8.4(d)3.
- (b) Each State-approved district training program shall provide essential knowledge and skills through the following training:
 - 1. On-going mentoring of the provisional teacher shall take place over a period of 30 weeks or proportionally longer if the provisional teacher holds a part-time teaching position in accordance with the local mentor plan pursuant to N.J.A.C. 6A:9-8.4 and in accordance with the Professional Standards for Teachers.
 - 2. The building principal or an appropriately certified school administrative designee shall observe and formally evaluate the provisional teacher in accordance with N.J.A.C. 6A:9-8.6 and 8.7.
 - 3. Except for 9-8.3(b)4 and 9-8.3(b)5, below, a minimum of 200 hours of formal instruction in professional education aligned with the Professional Standards for Teachers shall be completed by the provisional teacher concurrently with the requirements of (b)1 and (b)2 above. This requirement shall not apply to provisional teachers who hold a CEAS pursuant to N.J.A.C. 6A:9-8.1(c).

4. For provisional teachers who are holders of a career and technical education CE, a minimum of 200 hours of formal instruction in a state-approved career and technical education professional education program that is aligned with the Professional Standards for Teachers and that includes the essential knowledge and skills regarding the delivery of career and technical education programs shall be completed concurrently with the requirements of (b)1 and (b)2 above. This requirement shall not apply to provisional teachers who hold a CEAS pursuant to N.J.A.C. 6A:9-8.1(b). The effective date of this requirement shall be February 1, 2010.
5. For provisional teachers who are holders of an elementary school (K-5) endorsement, a minimum of 290 hours of formal instruction over no more than two years in a State-approved program of formal instruction that is aligned with the Professional Standards for Teachers shall be completed. This instruction must include in the first calendar year of a teacher's employment a minimum of 45 hours of study in the teaching of language arts/literacy at the K-5 level and a minimum of 45 hours of study in teaching mathematics at the K-5 level. The effective date of this requirement shall be October 31, 2009. Provisional teachers holding an elementary school (K-5) certificate of eligibility may be exempted from completing 45 hours of study in the teaching of language arts/literacy at the K-5 level as well as from completing 45 hours of study in the teaching of mathematics at the K-5 level if:

- i. For each area of study, they have completed 45 hours of study in that area within the three years prior to receiving their certificate of eligibility as documented by a Department-approved alternate route regional training center or through equivalent coursework on the transcript of a regionally accredited [four-year] college or university ; or
 - ii. For each area of study, they document the equivalent of at least one-year of successful experience as a full-time teacher during which the subject area is regularly taught, among the other subjects for which a K-5 teacher would be responsible. This experience must take place within the three years prior to receiving their certificate of eligibility and documented by submitting a completed, original form provided by the Office.
- (c) Districts or consortia of districts, in conjunction with a college or university, shall provide formal instruction to the provisional teachers they employ pursuant to (b)4 above. The district or consortium shall submit a written plan for the Department's approval. In the event that joint sponsorship with a college or university cannot be achieved, the Department may authorize the district or consortium to provide the formal instruction independently or in joint sponsorship with a non-collegiate entity. The district or consortium's written plan shall include documentation of its efforts to secure college or university participation.

- (d) Districts unable to provide formal instruction to provisional teachers in their employ shall provide access to formal instruction through a network of Department-authorized providers.

SUBCHAPTER 11. EXCEPTIONS TO REQUIREMENTS FOR THE INSTRUCTIONAL CERTIFICATE

6A:9-11.1 Preschool through grade three certification requirements

- (a) To be eligible for the preschool through grade three CE, the candidate shall:
 - 1. Hold a bachelor's or higher degree from a regionally accredited college or university;
 - 2. For students graduating before September 1, 2004, achieve a cumulative GPA of at least 2.50 when a GPA of 4.00 equals an A grade in a baccalaureate degree program, higher degree program or in a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits; for students graduating on or after September 1, 2004, achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A grade in a baccalaureate degree program, higher degree program or in a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits;

3. Complete a liberal arts, science, dual content or interdisciplinary academic major or a minimum of 60 semester hour credits in liberal arts and/or science;
 4. Effective September 1, 2009, demonstrate knowledge of basic pedagogy skills appropriate to preschool education, including, but not limited to, classroom management, teacher-child interaction, preschool curricula, New Jersey's preschool early learning standards and core curriculum content standards[,] and developmentally appropriate assessment through successful completion of a minimum of 24 hours of study offered through a [state] **State**-approved provider or through equivalent coursework as documented on the transcript of a regionally accredited [four-year] college or university;
 5. Pass an appropriate state test; and
 6. Pass an examination in physiology, hygiene and substance abuse issues pursuant to N.J.A.C. 6A:9-5.9.
- (b) To be eligible for the preschool through grade three CEAS, a candidate must meet the requirements in (a) above. In addition, an eligible candidate must complete one of the following teacher preparation programs. However, any student matriculated in an approved teacher education program prior to September 1, 2009 and who graduates on or before August 31, 2012 shall not be subject to the new requirement for professional education in basic pedagogy skills at (a)4 above.

1. A New Jersey college program, graduate or undergraduate, approved by the Department for the preparation of early childhood education teachers;
2. A college early childhood education program included in the NASDTEC interstate contract;
3. An out-of-State early childhood education program approved by NCATE;
4. An early childhood education program approved for certification by the state department of education in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964 and the state in which the program is located would issue the candidate a comparable endorsement; or
5. An out-of-State early childhood education program not approved by NASDTEC or NCATE but approved by the state department of education in which the program is located.

(c) For issuance of a provisional certificate, a candidate must:

1. Hold a preschool through grade 3 CE or CEAS;

2. Obtain and accept an offer of employment in a position that requires preschool through grade 3 certification; and
 3. Be registered in a State-approved district training program upon employment and in accordance with N.J.A.C. 6A:9-8.3.
- (d) No person shall be employed under provisional certification for more than a total of four years in a position requiring certification as a teacher of preschool through grade three.
- (e) While teaching under a provisional preschool through grade three endorsement, the candidate shall participate in a State-approved district training program. The State-approved district training program shall comply with the requirements in N.J.A.C. 6A:9-8.3 except for N.J.A.C. 6A:9-8.3(b)4 and (c).
- (f) All candidates seeking a preschool through grade 3 endorsement shall earn a minimum of 200 hours or 13 semester-hour credits of preschool through grade three pedagogy in the following topics:
1. Child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. Required topics are cognitive and linguistic factors that affect learning and development; the creation of a climate that fosters and nurtures diversity and equity for all children, including those who are limited English proficient and those with special needs and which addresses multiple intelligences

and diverse learning styles; the integration of play; and language and literacy across the curriculum;

2. Understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. Required topics are the recognition of children at risk; the establishment of linkages with community resources to support families; the recognition and acceptance of diverse family units, including family participation on the educational team; the impact of children's homes, communities, health and cultural experiences on development and learning; and comprehension of social, historical, political, legal and philosophical constructs that impact upon children, families and communities; and
3. Curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. Required topics include the CCCS and early childhood expectations; responsiveness to cultural and linguistic differences with an equitable and individualized focus; activities designed to foster intellectual stimulation through play; implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and assessment that is multidimensional, ongoing and performance based.

(g) The following are requirements for the standard certificate:

1. Candidates shall possess a provisional certificate pursuant to (c) above and complete a State-approved training program pursuant to (d) above; or
 2. Candidates shall complete a State-approved college early childhood teacher preparation program in another state, fulfill the test requirement, and present evidence of a minimum of one year of successful early childhood teaching experience under a valid out-of-State early childhood education certificate/license.
- (h) A teacher holding a standard elementary school endorsement with the equivalent of two academic years of full-time experience teaching three and four-year-olds under the certificate may teach children in preschool in a public school or Department of Human Services facility. The teaching experience must be in a position that would require the Preschool through Grade 3 endorsement. It shall be the responsibility of the public school district and Department of Human Services facility to maintain a copy of documentation that supports the preschool teaching experience for each teacher affected by this subsection.
- (i) A teacher holding a standard New Jersey nursery school endorsement authorizes the holder to teach in preschool and kindergarten in all public school districts pursuant to N.J.A.C. 6A:9-9.2(b)4.

- (j) Except as indicated in N.J.A.C. 6A:9-11.2 and 11.7, holders of other standard instructional teaching certificates may obtain a standard teacher of preschool through grade 3 endorsement upon completion of the academic and test requirements listed in (a) above and a minimum of 13 semester-hour credits in areas listed in f above. Except as indicated in N.J.A.C. 6A:9-11.2 and 11.7, holders of other instructional CEAS's may obtain a teacher of preschool through grade 3 CEAS upon completion of the academic and test requirements listed in (a) above and a minimum of 13 semester-hour credits in areas listed in (f) above.
- (k) Holders of a standard instructional certificate with a preschool through grade 3 endorsement shall be issued additional instructional endorsements where they meet the requirements at N.J.A.C. 6A:9-8.1(a)1, 3 and 4 and N.J.A.C. 6A:9-8.3(b)4.
- (l) A candidate who graduates on or after September 1, 2004 with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score in the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more will meet the requirements of (a)2 and 4 above. This alternative requirement to (a)2 and 4 above should not be construed as a waiver to N.J.A.C. 6A:9-17.16.
- (m) A candidate who graduates with a GPA that is 3.50 or higher, when a GPA of 4.00 equals an A grade, but whose score in the appropriate State test of subject matter knowledge falls below the passing score by no more than five percent will meet the requirements of

(a)2 and 4 above. This alternative requirement to (a)2 and 4 above should not be construed as a waiver to N.J.A.C. 6A:9-17.16.

- (n) A candidate who has graduated from a regionally accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements in (a)2 above. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs. The candidate shall satisfy all other requirements for certification, without exception.

6A:9-11.2 Career and technical education certification requirements

- (a) Career and technical education endorsements authorize the holder to teach career and technical education programs in all public schools. Specific career and technical education certificate endorsements are based on the candidate's Department-approved employment experience, bachelor's degree or associate's degree. Endorsements are organized under the following career clusters and are listed on the Department's website:
 - 1. Agriculture, food and natural resources: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the production, processing, marketing distribution, financing and development of agricultural commodities and resources including food, fiber,

wood products, natural resources, horticulture and other plant and animal products and resources.

2. Architecture and construction: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, planning, managing, building and maintaining the built environment.
3. Arts, audio/video technology and communications: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, producing, exhibiting, performing, writing and publishing multimedia content including visual and performing arts and design, journalism and entertainment services.
4. Business, management and administrative services: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, organizing, directing and evaluating business functions essential to efficient and productive business operations.
5. Education and training: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of education and training services, and related learning support services.

6. Finance: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to services for financial and investment planning, banking, insurance and business financial management.
7. Government and public administration: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to governance, national security, foreign service, revenue and taxation, regulation and management and administration at the local, state and federal levels.
8. Health science: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of therapeutic services, diagnostic services, support services and biotechnology research and development.
9. Hospitality and tourism: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the management, marketing and operations of restaurants and other food services, lodging, attractions, recreation events and travel related services.

10. Human services: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to families and human needs.
11. Information technology: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, developing, supporting and managing hardware, software, multimedia and systems integration services.
12. Law, public safety, corrections and security: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of legal, public safety, protective services and homeland security, including professional and technical support services.
13. Manufacturing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and performance of materials processing into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing/process engineering.

14. Marketing, sales and service: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and performance of marketing activities to reach organizational objectives.
 15. Science, technology, engineering and mathematics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of scientific research and professional and technical services including laboratory and testing services, and research and development services.
 16. Transportation, distribution and logistics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and movement of people, materials and goods by road, pipeline, air, rail and water and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.
- (b) Districts seeking to establish a new career and technical education program for which a career and technical education certificate does not currently exist may submit a request to the Department to establish a new career and technical education certificate.

- (c) Candidates for career and technical education instructional endorsements must complete the requirements in this subsection.

1. To be eligible for the CE, the candidate shall:

- i. For experienced-based endorsements: All candidates for an experienced-based endorsement shall pass a State-adopted test of basic reading, writing, and mathematics skills and shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate shall also hold the State-issued occupational license, certificate, or registration. The employing district shall recommend for approval the candidate's experience pursuant to criteria and procedures established by the Department in this subsection. Candidates shall meet one of the following requirements:

- (1) Employment experience: The candidate shall present a minimum of four years of Department-approved and documented employment experience, which will be equivalent to 8,000 hours of employment. The employment experience must be acquired

within 10 years of the endorsement application and must be verified by the applicant's employer(s).

(a) Teaching experience in the occupation cannot be used as a substitute for the required four years of occupational experience; however, the Department may consider teaching experience in an apprenticeship training program registered with the United States Department of Labor or equivalent state agency as evidence of eligible employment experience.

(b) Industry credentials will be identified by the Department, in consultation with experts from education and business, which may be considered equivalent to the employment experience requirement in this subsection.

(2) Self-employment: The candidate shall present a notarized letter from a tax preparer and/or an attorney verifying the following:

(a) The candidate has filed state and/or federal taxes for the self-employment using a federal U.S. Census North American Industry Classification System (NAICS) that is appropriate for the endorsement; and,

- (b) The candidate's self-employment experience meets the minimum of four years of employment experience, which will be equivalent to 8,000 hours of employment, within 10 years of the certificate application.
- (3) Military experience: Candidates shall present a Military Discharge certificate (DD-214) indicating military qualifications and occupational training received in order to determine the extent of credit to be applied towards satisfying the employment experience requirements pursuant to (c)1i(1).
 - ii. For degree-based endorsements using a baccalaureate degree or higher: The candidate shall possess a four-year degree or higher in a Department-approved subject area for the endorsement and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate shall also hold the State-issued occupational license, certificate, or registration.

1. Candidates with a four-year degree or higher who graduate on or after September 1, 2004, with a GPA that is below 2.75 in a four-year degree program, but at least 2.50 when a GPA of 4.00 equals an A grade, and for whom no state-endorsed test is available, may meet the requirements of (c)1ii by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment pursuant to N.J.A.C. 6A:9-11.2 (c)1i(1).
- iii. For degree-based endorsements using an associate's level degree:
The candidate shall possess a two-year degree in a Department-approved subject area for the endorsement and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university. The candidate shall also submit evidence of a minimum of two years of eligible employment, which will be equivalent to 4,000 hours of employment, pursuant to N.J.A.C. 6A:9-11.2(c)1i(1). The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the

occupation, the candidate shall also hold the State-issued occupational license, certificate, or registration.

- (1) Candidates using an associate's level degree who do not meet the GPA requirements identified under (c)1ii(1), above, and for whom no state-endorsed test is available, are required to apply for a certificate as per the requirements of N.J.A.C. 6A:9-11.2 (c)1i.

2. To be eligible for the CEAS, the candidate shall:

- i. Hold a bachelor's or an advanced degree from a regionally accredited college or university;
- ii. Complete at least 30 credits in a coherent sequence of courses appropriate to the endorsement. At least 12 semester-hour credits must be at the advanced level of study, including the junior, senior or graduate level study. All coursework must appear on the transcript of a regionally accredited [four-year] college or university;
- iii. Pass the appropriate state test of subject matter knowledge. A candidate who graduates with a GPA that is 3.50 or higher, when a GPA of 4.00 equals an A grade, but whose score in the appropriate State test of subject matter knowledge falls below the passing score by no more than five percent will meet the requirements of (c)1ii above. This alternative

requirement to (c)1ii above should not be construed as a waiver to N.J.A.C. 6A:9-17.16.

- iv. A candidate who graduates on or after September 1, 2004 with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score in the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more will meet the requirements of (c)1ii above. This alternative requirement to (c)1ii above should not be construed as a waiver to N.J.A.C. 6A:9-17.16.
- v. Pass an examination in physiology, hygiene and substance abuse issues pursuant to N.J.A.C. 6A:9-5.9.; and
- vi. Complete one of the following programs of teacher preparation that culminates in student teaching:
 - (1) A New Jersey college program, graduate or undergraduate, approved by the Department for the preparation of teachers pursuant to N.J.A.C. 6A:9-10;
 - (2) A college preparation program included in the interstate certification reciprocity system of NASDTEC;
 - (3) An out-of-State teacher education program approved by NCATE, TEAC or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation approved by the Commissioner;

- (4) A teacher education program approved for certification by the Department in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964 and the state in which the program is located would issue the candidate a comparable endorsement; or
- (5) An out-of-State college teacher education program approved by the state department of education in which the program is located.

3. To be eligible for the provisional certificate, the candidate shall:

- i. Hold a CE or CEAS in the endorsement area required for the teaching assignment; and
- ii. Obtain and accept an offer of employment in a position that requires the endorsement that the candidate holds; and
- iii. Be registered in a State-approved district training program upon employment and in accordance with N.J.A.C. 6A:9-8.3.

4. While teaching under the provisional certificate, the candidate shall participate in a State-approved district training program. The State-approved district training program shall that comply with the requirements of N.J.A.C. 6A:9-8.3.

5. To be eligible for the standard certificate, the candidate shall satisfy one of the following:
- i. Possess a provisional certificate pursuant to N.J.A.C. 6A:9-8.2 and complete a State-approved training program pursuant to N.J.A.C. 6A:9-8.3 and 8.4.; or
 - ii. Complete a state-approved college teacher preparation program in another state that meets the requirements of (c)2 above, and have a minimum of one year of successful teaching experience under a valid out-of-State certificate/license.
- (d) Holders of standard instructional certificates with other endorsements, except as indicated in N.J.A.C. 6A:9-11.1 and 11.7, may obtain a career and technical education endorsement upon completion of the experience requirement or the academic major and test requirement.
- (e) Holders of vocational-technical instructional endorsements issued prior to January 20, 2004 remain valid. These teachers are authorized to teach in the career and technical education programs for which they hold endorsements. A crosswalk of these former certificates that identifies under which of the new career clusters the teacher's certificate falls is available from the Office.

- (f) A candidate who has graduated from a regionally accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements in (c)1i2 above. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs. The candidate shall satisfy all other requirements for certification, without exception.
- (a) To be eligible for the CEAS or standard certificate with a driver education endorsement, the candidate shall:
1. Hold a CEAS or standard New Jersey instructional endorsement in health or in health and physical education;
 2. Hold a valid New Jersey or out-of-State driver's license. Candidates shall submit an official driving record/abstract from the state in which they are currently licensed to demonstrate the possession of a valid driver's license;
 3. Document three consecutive years of automobile driving experience immediately prior to application by submitting a notarized statement; and
 4. Complete a course in driver education at a regionally accredited [four-year] college or university.

- (b) Pursuant to N.J.S.A. 18A:26-2, holders of a driving instructor license issued by the New Jersey Motor Vehicle Commission who do not hold the driver education endorsement issued by the Department may provide only behind-the-wheel driver education in public schools, and shall not provide classroom instruction in driver education.

6A:9-11.10 World languages

- (a) In addition to the requirements in N.J.A.C. 6A:9-8.1, to be eligible for the CE, CEAS or standard certificate with a world language endorsement, the candidate shall:
1. Possess linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language, reading/writing proficiency for classical languages or receptive/expressive proficiency for American Sign Language; and
 2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by a regionally accredited [four-year] college or university within 12 months of initial assignment. No CEAS or standard world languages certificate shall be issued until this requirement is completed.
- (b) Elementary school teachers, preschool through grade 3 teachers and nursery school teachers who teach world languages more than half-time and complete the requirements

in (a) above shall be authorized to teach world languages in the grade levels authorized by their endorsement. Elementary school teachers, preschool through grade 3 teachers and nursery school teachers who teach world languages half-time or less shall be authorized to teach world languages in the grade levels authorized by their endorsement upon demonstrating linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language or receptive/expressive proficiency for American Sign Language.

- (c) A candidate who matriculated and enrolled in classes in a world language teacher preparation program no later than spring semester 2005 that meets the requirements outlined in N.J.A.C. 6A:9-8.1(b) and completes the program by September 1, 2007 shall not be required to complete the linguistic competency requirement outlined in (a)1 above.

1.The candidate shall apply to the Office no later than March 1, 2008.

2.A candidate who meets the requirements in this section but applies to the Office after March 1, 2008 shall be required to complete the linguistic competency requirement.